

often offer informal contacts to learn from others of greater experience.

O. If you can afford it, a summer's experience attached to some social agency or research team, with or without pay, is sometimes worth a great deal.

P. Join at least one professional society or like-minded group where the interaction stimulates your professional interest and learning.

Q. Set yourself definite professional goals. Then plan definite steps to reach them. It often helps to try recording your degrees of fulfillment periodically in a parallel column for each goal and step. Some people do this for both long and short runs—from five years or a year ahead down to the coming week or 24 hours. Individuals will differ on the amount of this they do, but anyone can improve his purposeful and effective living by studying scientifically just how purposeful and effective his own living is.

R. Replan as needed. Definiteness in planning should be coupled with flexibility. Plans may have to be changed, sometimes drastically and suddenly. Adaptability in meeting new situations is as important as persistence in a goal-directed effort. But change of plans should involve only a realistic shift in means of getting on with your larger professional goals. Any job opportunity or other reason for giving up some plan should be met not by merely scrapping plans but by *replanning* your efforts and sub-goals. In fact, a replanning once a year or so, even if not necessitated, is an excellent way to grow in one's profession.

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